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TAB A

The functions of the manpower unit should be as follows:

1. Formulates and recommends Agency policies and procedures for planning manpower requirements in support of the Agency's long-range mission and of its mobilization and operation in time of national emergency.

- a. Within the framework of personnel policy objectives of the National Security Council and the Department of Defense, provide policy guidance and technical support to operating components of the Agency on personnel resources, procurement, and utilization of civilian and military personnel in time of national emergency.
- b. Reviews and evaluates phased personnel requirements for mobilization plans and national emergency plans as prepared by operating components to insure procurement feasibility and capabilities consistent with national manpower resources.
- c. Coordinates within CIA matters involving long-range manpower requirements, personnel distribution and the priorities for implementing mobilization and war plans.

2. Develop a CIA Reserve Program to provide a reliable source of qualified manpower readily accessible for use when and as needed by the Agency, including the following types of personnel:

a. Military Reservists

- (1) Officer and enlisted reservists presently or formerly on duty with CIA whom the Agency could arrange to have recalled to active military duty for service with the Agency.
- (2) Officer and enlisted reservists who have not been connected with CIA but are equipped by experience for Agency service and might be recalled to duty of less importance to the national interest if they were not earmarked for assignment to the Agency.

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b. Non-Reservists

- (1) Employees or former employees of CIA who, in time of national emergency, could either be deferred from military service for Agency employment or called into military service at an appropriate rank for service with the Agency.
- (2) Persons who have never been connected with CIA whose experience, education or training would equip them for Agency service in time of national emergency. For example: a physical chemist who has reached the top of his field, a man who has made a study of high temperature lubricants for use in jet engines or a physician who is specialized in the medical effects of atomic radiation. Such persons could be deferred from military service for civilian service with the Agency or called into military service at an appropriate rank for service with the Agency.

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